

**Mendel University in Brno**  
**Faculty of Regional Development and International Studies**

**Bachelor's Thesis**

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**The process of adaptation of Czech expatriates to  
foreign culture (Australia)**

**Přemek Chroust**

**Brno 2015**

**Mendel University in Brno**  
**Faculty of Regional Development and International Studies**

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**Bachelor's Thesis**

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foreign culture (Australia)**

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**Brno 2015**

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Přemek Chroust

I would like to thank to Ing. Mgr. Jiří Čeněk for supervising of my thesis and also for his expert help. Secondly I would like to thank to my family for their support.

## **Abstract**

CHROUST P., The Process of Adaptation of Czech Expatriates to Foreign Culture (Australia). Bachelor Thesis, Brno: Mendel University, Faculty of Regional Development and International Studies, 2015. Supervisor of Bachelor Thesis Ing. Mgr. Jiří Čeněk.

The aim of this bachelor thesis is to find out, how are Czech expatriates who move to different country are able to adapt to foreign culture, specifically in this thesis to Australian culture. In the theoretical part are described terms connected with this thesis.

In empirical part are introduced results from research of this thesis. As a technique to gain data was used semi-structured interview which has five parts. Results of research are also interpreted in this part of thesis.

Key words: adaptation, Czech expatriates, (foreign) culture, respondents, Australia.

## **Abstrakt**

CHROUST P., Proces adaptace českých krajanů k cizí kultuře (Austrálie). Bakalářská práce, Brno: Mendelova univerzita, Fakulta regionálního rozvoje a mezinárodních studií, 2015. Vedoucí bakalářské práce Ing. Mgr. Jiří Čeněk.

Cíl této bakalářské práce je zjistit, jak jsou Čeští krajané, kteří se přestěhovali do jiné země, schopni adaptovat na cizí kulturu, konkrétně v této práci na Australskou kulturu. Teoretická část má tři části, kde jsou popsány pojmy spojené s touto prací, ale také pojmy z interkulturní psychologie.

V empirické části jsou představeny výsledky výzkumu této práce. Technikou použitou pro sběr dat byl polo-strukturovaný rozhovor, který měl pět částí. Výsledky výzkumu jsou také interpretovány v této části práce.

Klíčová slova: adaptace, Čeští krajané, (cizí) kultura, respondenti, Austrálie.

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## 1. Introduction

Globalization is very typical feature for today`s world. The life is quicker, for example traveling, distances are due to better travel technologies shorter, we can spend few hours in plane and get on the other side of the World, new information are due to faster internet available for everyone in few moments, we can talk to other people on the other side of the World through social networks such as Facebook, Twitter, Instagram, Skype, Linked in etc. These social networks are used by many people because they allow you to connect with anyone anywhere on the Earth. Through social networks we can experience other cultures, learn different patterns of thinking, other lifestyles etc. The World is getting virtually smaller due to social networks. Contacts between people from different countries and cultures are rising also more people are traveling due to better travel technologies which are reason why distances are shorter. These are main reason why contacts among people from different cultures are increasing.

Topic of this thesis is the process of adaptation of Czech expatriates to foreign culture. During my study of regional development on Mendel university which is part of many exchange programs such as Erasmus and also during my baseball career I came in touch nearly every day with students and people from all around the World. In our faculty we have students mostly from Europe and Africa, however during my baseball life I have been also to some Asian countries, USA and Australia. I was always interested, how people, no matter if it was Erasmus student, baseball player, or just a tourist can handle different cultures and can interact with people from different countries. This people differ in many ways, for example the way they are thinking, in reactions, in verbal and non-verbal communication or lifestyle. Reaction on new culture differs from one to another. Some people are able to accept new culture without any problems, some people can have negative experience.

This Bachelor thesis rose after my six month visit in Australia. I signed the contract to play one baseball season there. It was great opportunity for me to mix two very interesting things together. One of them was my baseball season and the other was to do research among Czech expatriates living in Australia. I was in city Adelaide where was approximately 60 years ago established Czech club. Lot of Czech people living in Adelaide go there to meet other Czech people there and to be in Czech community again. Other Czech people living in Australia I met on my trip to Sydney and Melbourne. This fact helped me to get to know how Czech people perceive, live and were able to adapted to Australian culture and environment. I think that Czech people living, working or studying in Australia can help other people from the Czech Republic with adaptation to Australian culture. This people can characterize better Australians as a nation, their culture, patterns of thinking and many other things. This bachelor thesis can be used as information tool for Czech people who wants to go work, study, live or just for vacation to Australia.

## 2. Aim and methodology of thesis

The main aim of this Bachelor`s thesis which title is „*Process of adaptations of Czech expatriates to foreign culture (Australia)*” is to find out if Czech expatriates are able to adapt to foreign culture, in this thesis specifically to Australian culture.

Bachelor`s thesis is divided in to the two parts: theoretical and empirical. Firstly there are described main terms, where are information about process of adaptation, how does acculturation or enculturation look like and in to what strategies were acculturation developed or what is phenomenon of culture shock, what are its stages and what effects it can have on individuals. In other part are described some terms from intercultural psychology where I described terms such as intercultural contact and what are its types, intercultural communication and intercultural competence. Intercultural training, where individual can develop his or her intercultural competences is part of chapter intercultural competence. Nation and national identity, where I described its elements, chapter immigrants which also include terms like migration, emigration and emigrants, immigration and immigrants and chapter about expatriates where I introduced different definitions on this term are described in last part of theoretical part.

In empirical part is introduced research. The aim was to answer the questions how did respondents perceive local culture and local citizens in Australia and how did they adapt to it. Data were acquired from interview with ten Czech expatriates living in Australia.

## **Theoretical part**

### **3. Basic terms**

As a part of this chapter is explanation of all the important terms and their definitions which occur in this thesis. These terms are necessary for understanding and orientation in this thesis which deals with adaptation of Czech expatriates in foreign culture.

#### **3.1. Adaptation**

This work focuses on the problem of adaptation Czech expatriates in different cultures. The term adaptation is one of the key terms in this work and it is necessary to explain what it means.

Generally adaptation refers to accordance rate in between individual and culture environment. However, adaptation does not have to be evident only among individuals and external environment, but we can recognize it also among groups of people and external environment.

Very interesting and general point of view brings Berry (1997), which says: *„adaptation refers to changes that take place in individuals or groups in response to environmental demands. These adaptations can occur immediately, or they can be extended over the longer term.“* According to Velký sociologický slovník (1996) adaptation is assimilation of person, institution or culture to external stimulus. Further also Berry at al. (1997) adds, that sometimes in short-term can have acculturation negative and disruptive character, however in long-term some positive adaptation takes place after some period of time. *„Short-term changes during acculturation are sometimes negative and often disruptive in character. However, for most acculturating individuals, after a period of time, some long-term positive adaptation to the new cultural context usually takes place“.*

Apart from distinction of short-term and long-term adaptation is distinct also as psychological or sociocultural. For the most part, psychological adjustment, operationalized in terms of depression or global mood disturbance, is strongly influenced by personality, life changes, and social support. Sociocultural adaptation, measured in relation to the amount of difficulty experienced in the performance of daily tasks, is more dependent on variables such as length of residence in the new culture, language ability, cultural distance, and the quantity of contact with host nationals. Greatest adjustment difficulties occur at point of entry in both cases, however, sociocultural problems steadily decrease and gradually level off, whereas psychological distress is more variable over time (Ward and Rana-Deuba, 1999).

### **3.2. Culture**

Culture can be divided into two main groups. First one is material culture in which we can include artifacts, or material things, which people make. The second group is non-material or spiritual culture, which includes rules of behavior, language, handwriting, ideas etc. Character of culture is created by members of certain culture. This people form and create culture, which is transmitted during childhood by the process of education.

During history many authors and scientists have tried to define term culture, however uniform definition of this term has never been achieved.

For example Hofstede (2007) defined culture as follows: „ *Is the collective programming of the mind which distinguishes the members of one group or category of people from another*“.

There is many other definitions of this concept and many points of view. For example anthropological approach is based on observation. They understand and explain culture as pattern of certain group of people, which has pattern of behavior, which is transformed from generation to generation and through language. According to psychological point of view culture is not controlled by itself, however what is observable is behavior of people in their customs, activities and rituals. According to sociological point of view are cultures relatively autonomous and adaptive systems with specific content.

Lukášová and Nový (2004) state, that culture refers to specific pattern of organization, realization and development of activities. Matsumoto and Juang (2013) indicated that concept culture can have different meaning in other cultures and that there is no accepted definition of culture. Further author in his book define culture as „*a unique meaning and information system, shared by a group and transmitted across generations, that allows the group to meet basic needs of survival, pursue happiness and well-being, and derive meaning from life*“.

According to Triandis (1989) culture specifies designs for living that have proven effective in the past, ways of dealing with social situations, and ways to think about the self and social behavior that have been reinforced in the past.

### **3.3. Enculturation**

Enculturation is process during which is individual integrated into respective culture. During this process individual absorb certain values, ideas, convictions and patterns of behavior. In other words, it is acceptance of culture standards, during development of individual.

The concept of enculturation has been developed within the discipline of cultural anthropology and was first defined and used by Herskovits in 1948 (Bryan et al., 2009). As the term suggests, an individual is encompassed or surrounded by a culture, the individual acquires, by learning, what the culture deems to be necessary. The process of enculturation involves parents, and other adults and peers, in a network of influences (vertical, oblique, and horizontal), all of which can limit, shape and direct the developing individual. The end result (if enculturation is successful) is a person who is competent in the culture, including its language, its rituals, its values, and so on (Berry, 2002).

Choi Y. et al. (2013) indicates that the processes of enculturation is intertwined and reshaping by acculturation and that these two processes are not only simultaneously occurring. Froese et al. (2014) add that during enculturation imitation is eventually replaced by emulation, because as the meaning of conventionally constrained actions is learned, their meaning will become perceptually transparent just at the same time as the perception of their underlying physical means will require increasing effort.

### **3.4. Acculturation**

Views on concept of acculturation are not unanimously perceived, over the years were revealed many different views and definitions to this concept. Originally was acculturation considered as a unidimensional process, however in these days Authors such as Berry (2005) see acculturation as multidimensional process.

Acculturation is a process of cultural and psychological changes that involve various forms of mutual accommodation, leading to some longer-term psychological and sociocultural adaptations between both groups. Contact and change occur for a number of reasons, including colonization, military invasion, migration, and sojourning (such as tourism, international study, and overseas posting); it continues long after initial contact in culturally plural societies, where ethnocultural communities maintain features of their heritage cultures (Berry, 2005). Pheko et al. (2014) describes acculturation as multidimensional phenomenon which can occur at the group or individual level and it may impact the affective, behavioral, cognitive and attitudinal functional of the individual or a group.

Ward and Rana-Deuba (1999) has argued that there are two fundamental dimensions of acculturation: maintenance of original cultural identity and maintenance of relations with other groups. Further they add, that there are four acculturation attitudes or strategies, which should be distinguished: integration, separation, assimilation, and marginalization. Every acculturation

strategy can have differing consequences for emotional and physical health of individual or group.

Integration: According to Berry (1997) is integration only possible in some conditions. The person should have sufficient skills to learn a new culture and a new language in order to participate fully in the new society. The values and habits of the culture of origin should not be in strong contradiction with the values of the dominant society. And the „new“ society should be open to the „newcomers“ and avoid discrimination.

Tadmor at al. (2009) emphasize that integration involves simultaneously maintaining one's cultural heritage and adopting a new cultural identity. They also say that there exists different types of integrations and further they sort them as examples of lower-level integration and higher-level integration. Lower-level integration is characterized by descriptions of the existence of a connection among differentiated aspects, there are three types of lower-level integration:

A) One common type of integration is the recognition of interactive causality-that is, the idea that how A affects B depends on levels of C.

B) A second type of integration involves the systematic effort to explain why reasonable people may view the same issue in different ways.

C) A third type of integration involves the recognition of value trade-offs.

Higher-level integration is reflected by the presence of an overarching principle or perspective pertaining to the nature (not merely the existence) of the relationship between alternatives.

Separation: Cabassa (2003) defined separation as a pattern of acculturation in which individuals retain and have a strong orientation toward their culture of origin while rejecting and avoiding interaction with the dominant culture. According to Ryder at al. (2000) separation involves maintenance of heritage culture without intergroup relations. Bowskill at al. (2007) writes that separation is contrastingly defined by negative responses to the question of cultural contact and positive responses to cultural maintenance.

Assimilation: „ *The aim is than to become assimilated with the dominant group, to try to resemble them to the point of internalizing the dominant culture and denying one's own difference, this strategy is what is sometimes called "passing": This implies renouncing one's own identity and trying to resemble the dominant population as much as possible, both physically and culturally*” (Berry, 1997). According to Tadmor at al. (2009) assimilation involves relinquishing one's cultural heritage and adopting the new culture.

Alba and Nee (1997) defines assimilation as a process of interpretation and fusion in which persons

and group acquire the memories, sentiments, and attitudes of other persons and groups and, by sharing their experience and history are incorporated with them in a common cultural life. In same work we can find another definition which differs from previous one and says that assimilation is process by which people of diverse racial origins and different cultural heritages, occupying a common territory, achieve a cultural solidarity sufficient at least to sustain a national existence.

Marginalization: Generally is marginalization used by individuals which do not have an opportunity or any intention to preserve their own culture and also they do not have any need to be in contact with dominant culture.

Berry (2005) states that in the case of marginalization, cultural conflict is a variable feature of daily life, and is usually resolved by seeking little involvement in either culture. Dutta (2008) indicates that marginalization reflects an array of practices through which the social structures limit the resources and opportunities for participation in certain communities and cultures. Ryder et al. (2000) argues that marginalization involves non-adherence to either old or new culture and also leads to the worst outcomes.

In conclusion of acculturation and especially acculturation strategies I would like to remark and refer to Berry (2005) who mentioned few facts in regards with acculturative stress. There is a clear picture that the pursuit of integration is least stressful, but marginalization is the most stressful, in between are the assimilation and separation strategies, sometimes one, sometimes the other being the less stressful.

### **3.5 Culture shock**

Even though concept culture shock has very long history its understanding is not unanimous on the field of science. Pedersen (1995) describes culture shock as a process of initial adjustment to an unfamiliar environment. In a multicultural context, culture shock is a more or less sudden immersion into a nonspecific state of uncertainty where the individuals are not certain what is expected of them or of what they can expect from the person around them. Mirada et al. (2005) states that the culture shock or hypothesis or concept implies that the experience of visiting or living in a new culture is an unpleasant surprise or shock, partly because it is unexpected, and partly because it may lead to a negative evaluation of one's own and/or the other culture.

Lukšová et al. (2012) argues that after returning to the country of origin can usually occur so called re-entry shock. Problems caused by this type of shock are usually unexpected and their range depends on, how successfully individual went through the adaptation in host country. Individuals can recognize that they can not orientate in environment they grew up and lived in, this can cause

by feeling of anxiety and uncertainty. Both culture shock and re-entry shock can express itself by physical or mental symptoms which can in higher or lower scale harm the normal functioning of individual.

Berry (2005) writes that he rather uses the term acculturative stress instead of cultural shock for two reasons. First, the notion of shock carries only negative connotations. While the notion of stress commonly connotes a negative experience, in the field of health psychology stress can vary from positive (eustress) to negative (dis-stress) in valence. Because acculturation has both positive (e.g., new opportunities) and negative (e.g., discrimination) aspects, the stress conceptualization better matches the range of affect experienced during acculturation.

Pedersen (1995) divided culture shock in to the 5 stages:

1. The honey moon stage
2. The disintegration stage
3. The reintegration stage
4. The autonomy stage
5. The interdependence stage

Stewart and Leggat (1998) indicate that four or five stages of culture shock can be identified and culture adjustment process takes approximately a year. They distinguish stages, for example: incubation, crisis, recovery and full recovery. They describe other different stages as a elation, depression, recovery and acculturation or other stages can be called contact, disintegration, reintegration, autonomy and independence.

#### **4. Intercultural contact**

Ward et al. (2001) distinguish two types of intercultural contact, especially according to where it is situated. Contact within one society, thus among residents of culturally different nation or society and contact which occurs when individual or group of people from one society travels to different country for specific goal. Possibly we can distinguish also other types of contact among cultures, for example length of contact (permanent, long-term, short-term), purpose (life in better conditions, study, profit, recreation), type of participation and others like frequency of contact, degree of confidentiality, relative status and power.

People which participate in intercultural contact can be distinguished in to the several groups. Berry (2006a) distinguish six groups of inhabitants which creates pluralistic society and thus can be in contact with other cultures and go through acculturation.

Indigenous people: They live in pluralistic societies unwillingly. Their living area was connected to bigger state entity. They live in small area of their original area and they are perceived as a minority group of society.

Ethnocultural groups: They are descendants of previous waves of immigrants who settled down in groups to preserve their original culture.

Migrants: These individuals are defined as a individuals who are spatially move. This mobility is mostly associated with the change of the place of residence for a period shorter or longer, if necessary. Within migratory movements can be studied two different views: emigration and immigration. From the perspective of the place, which individual leaves, we talk about emigration. From the perspective of a place where an individual is coming to we concern as immigration (Velký sociologický slovník, 1996).

Temporary residents: Temporary residents are people voluntarily coming to a new country for the purposes of a more or less a short-term stay. Their role and objectives of residence are different, mostly in terms of international students, diplomats, businessmen or assisting workers. In their case, the process of integration into a new society complicated due to the awareness that their stay is only for a limited time.

Refugees and asyliants: The involuntary migrants include refugees and asyliants. They must face the greatest difficulties. Most of the refugees live with the awareness that to flee their homeland and

settle in the new company is led primarily circumstances of coercion, many of them have experienced traumatic event, and lost all their possessions.

Berry (2006b) points out that all the above mentioned groups differ significantly in group characteristics such as size, power, rights and resources, as in psychological characteristics of individuals as attitudes, motivations, values and skills. And these circumstances have important influence for how they will go through the process of acculturation as a groups, and as a individuals.

## **5. Intercultural communication**

Intercultural communication are processes of interaction which takes place in different types of situation and participants are members of linguistically relevant or culturally different ethnicities, nations, racial or religious community (Průcha, 2010).

According to Kolman (2001) we can meet with some differences in different cultures which may cause difficulty in communicating. The problem does not have to be only in verbal communication with insufficient command of the language of the country. The difficulties can be found in non-verbal communication, as a gesture may have in the host culture completely different meaning than in the culture of the home culture.

Xia (2009) indicates one of the most important aspect of meeting of two or more different cultures or nations is communication and mutual understanding.

Intercultural communication is taking place whenever participants introduce different knowledge into the interaction which is specific to their respective sociocultural group, which is relevant in the sense that it determines how a particular interaction should normally be verbally or non-verbally accomplished, but which is taken for granted and thus can affect the process of communication (Brislin and Yoshida, 1994).

Individual can be confused by intercultural communication because for example they are not able to understand foreign language or will wrongly perceive non-verbal signal, which will be accompanying the communication (Morgensternová and Šulová, 2007). Hofstede (2007) point out another fact about language and culture. If the individual does not know foreign language than he or she loses in given culture its delicate elements for example humor and he or she keeps in position of outsider.

## 6. Intercultural competence

Ability to enter in to the intercultural interaction for example on working trip in different country, understanding intercultural interactions from culture differences point of view and be able to handle this kind of situations from point of view of our emotional stability and functional interpersonal relationships is called intercultural competence.

According to Průcha (2010) is intercultural competence qualification of individual to implement effective communication and cooperation with members of different cultures with use of knowledge about specificity of national and ethnical cultures. Basic of intercultural competence is language skills of individual and respect towards specificity of culture partners.

From Průcha's definition we can deduce that intercultural competence is dependent mainly on language skills and respect towards individuals from different cultures and countries. And so by intercultural competent Nový and Schroll-Machl (2005) consider individual which learned to perceive differences of host culture, understand it and act appropriately without giving up on own culture identity or goals of his or her stay in abroad.

Morgernstenová and Šulová (2007) indicate three types of intercultural competence. It is competence cognitive, affective and behavioral. Cognitive competence is certain knowledge, skills and abilities within our thinking. It is also ability of real view on our self but also realizing of culture me. Important is if we are able to realize our stereotypes and biases and to be tolerant towards the others. Finally intercultural competence include the ability effectively gain and than process our notes about other culture. It is very important to be able to know well not only ourselves, but also its maternal culture in which the individual grew up and to which they are accustomed. It is the parent culture which gives rise to various stereotypes and biases which are in intercultural interpersonal interactions need to be careful. Acquisition and processing of notes about another culture, is logical necessity if we want to be oriented in this culture.

Affective competencies relates to our experiencing within a particular situation. First, it is a certain cultural sensitivity and empathy, but also some ability to adapt to a foreign culture. Very important are its interpersonal ties and relationships, including their experience. The last are behavioral competencies. These de facto consist in our behavior, in ability to communicate, resolve conflicts and problems, but also in the ability to work within a team. They are the best outwardly visible and can also be the easiest to influence (Morgensternová and Šulová, 2007).

### Development of intercultural competences – intercultural training

Kolman (2001) presents a didactic example type of training (Interpretative focused) or experientially tuned type of training, which allow participants discover the essence of things. Further he also indicates training in a particular culture or on intercultural competence of general nature.

On the issue of intercultural training offers Morgensternová and Šulová (2007) following view. According to them is the aim of training programs, especially the development of the sensitivity of certain individuals against individuals belonging to a different culture, developing the ability to apply theoretical knowledge in practice in contact with members of other cultures, reduction of culture shock, development and improvement in intercultural communication; deepening empathy including realizing their own value orientation; gaining the communication respect, etc.

According to Greenholtz (2000) is the most important thing when developing intercultural competences to learn to have real interest in foreign cultures, be sensitive enough to her, note intercultural differences and be willing to change our behavior towards members of foreign cultures as a sign of respect to them.

## 7. Nation, national identity

According to Velký sociologický slovník (1996) is nation original and conscious cultural and political community, common history and common areas has biggest influence on its shaping.

Giddens (1999) says that all of today's modern states are national states. It means that the government has sovereignty over certain areas, and most of the population consists of people claiming to be members of a single nation. Today we can see the nation states around the world, however their origin is in Europe.

Keane (2013) distinguish nation as cultural community stands primarily on a shared language, as well as the history and culture - as members of a nation are considered all individuals who speak the same language, share the same history and culture. The political community stands to citizenship as members of a nation are considered all individuals who are territorially concentrated in the state, are its citizens and have the authority to participate in politics and to assert its sovereignty. By the word identity we usually understand, what are we or other individual. Professional literature can offer many different definitions of national identity, however for purpose of this bachelor's theses we will define national identity.

National identity was formed in Europe after fall of Carolingian empire when nobility and spirituals started to call themselves as nation to emphasize use of common language and common historical experience. Later since 15<sup>th</sup> century are as a nation considered people, who share common laws and political institutions in certain area which is given by borders. This concept described by Keane (2013) was base to what was developed over years, because today`s nation is characterized by common history, united language, area, united social and economic institutions, government, common religion, relatively identical self-awareness and common belief in development of nation.

Authors Vlachová and Řeháková (2004) distinguished few elements of national identity. The elements are:

1. Image of nation: There exist two models. 1. ethnical or cultural nation where are as members of nation considered people who live in certain area for many generations and they share certain customs and culture since childhood. 2. state nation where citizenship towards nation is based mainly on political criteria.
2. Binding towards national state: People feel like they are binding towards their villages, cities, homes, continents etc. Highest entity to which people feel bound is called terminal identity. Individuals may feel bound to two or more entities, one does not exclude binding to another. Attachment to the nation-state may not preclude binding to the European Union.

3. National pride and shame: Feeling which individual feels to his or her nation. These feeling are results of success or failure of a nation.
4. Felling of loyalty and love towards nation: Patriotism and Nationalism. Patriotism is positive perception, however nationalism has mostly negative character. Patriotism is loyalty and love towards nation. Nationalism is meant as feeling of loyalty and love towards nation together with definition to other nations. We can consider patriotism as a easy form of nationalism.
5. Readiness to act in favor of the nation: Especially fight for your country. There are nations which are ready to act in behalf to state more than other nations and causes of this willingness or unwillingness can be seen in history.

### **7.1. Immigrants**

Migration, which is also called spatial mobility refers to the movement of individuals, groups or larger groups of the population in the geographic and social space associated with temporary or permanent change of residence. Social sciences use term migration in several senses it may indicate a shift of individual or group from one company to another. Also, it can be any voluntary or involuntary change of residence. Currently, there is a mass displacement of the population very often due to external threats such as war conflict. Witnessing such movements are not just a countries of third world, but it also became Europe during the series of wars in the Balkans in the nineties of the 20th century (Jandourek, 2003).

Velký sociologický slovník (1996) describes emigration and immigration as concepts which indicates direction of migration towards certain country. Every case of migration can be seen from two points of view. From point of view of place which migrant is leaving we are talking about emigration, individual or group of people are then called emigrants. From point of view of place where emigrant is moving to we talk about immigration, individual or group of people is than called immigrants.

Berry at al. (2010) talks about immigration as a world-wide phenomenon, involving many millions of people and most countries. It has been portrayed as both a source of problems and as an opportunity for individuals and societies.

### **7.2. Expatriates**

Concept expatriate comes from Latin, prefix ex means off and patriate comes from word patria which means “homeland“ or “country“. In its widest sense expatriate means individual living in other country than he was originally born.

Sulkowski and Chmielecki (2011) describes expatriates as follows: „*Expatriates who are employees delegated by their mother companies to work in their overseas subsidiaries*“.

According to Štrach (2009) is expatriate the person who is permanently resident outside their country and culture from employment in a particular organization. That concept is, therefore, better known in conjunction with the private sector, where workers are organizations sent to foreign affiliates for the purpose of implementation of various changes to local management or employees for their own development. However Velký sociologický slovník (1996) defines as a expatriates Czech and slovak people, who settle temporarily or permanently abroad. This publication says that in between years 1948-1989 was used distribution on expatriates and emigrants which was done according to political relationship of expatriate towards Czechoslovakia. After November 1989 was reason to classify people according to political and legal relationship towards their country of origin passed and since that concept expatriates indicate Czech people living in abroad.

## **Empirical part**

### **8. Introduction of research**

In following chapter are described basic characteristics of this research which examine process of adaptation of Czech expatriates to foreign culture (Australia). As a first step is described aim of this research. Aim of research is followed by three research questions, these questions will be answered at the end of research part. Next part is characterization of research sample where are basic information about my respondents. In other part is described technique by which I got my data thus semi-structured interview and ethics of research.

#### **8.1. Aim of research**

In theoretical part were introduced publications and findings which deal with adaptation of people to different culture and environments. Aim of empirical part is to find out how chosen respondents were able to adapt to Australian culture.

#### **8.2. Determination of research questions**

Questions related to the research problem of this bachelor thesis (process of adaptation of Czech expatriates to foreign culture) are these:

- 1) How do respondents perceive Australian culture?
- 2) How respondents perceive local population?
- 3) Were respondents changed by their stay in Australia and are they missing anything from the Czech Republic?

#### **8.3. Characterization of research sample**

Research sample were Czech expatriates living in Australia who were chosen by convenience sampling method in which are subjects selected because of their convenient accessibility and proximity to their researcher. The individuals who were part of research had to fit in few criteria.

Criteria to be part of research were:

- 1) Individuals had to be Czech citizens.
- 2) Individuals had to be at least 18 years old. Upper boundary for their age was not determined.
- 3) Lower boundary of length of stay for participants of this research was 2 years. Upper boundary of length of stay was not determined.
- 4) Individuals who participated on this research had to be part of culture environment of Australia. In this culture environment they had to live, work, study or stay for recreation.

I found respondents for my research during my 6 months visit of Australia. In city Adelaide where I lived, there was Czech community concentrated in Czech club where I could get in touch with some Czech citizens living in Australia. From Czech club I got most of my contacts, however not everybody was willing to do interview with me. Also in baseball community in which I spent most of the time I met few Czech expatriates who I interviewed.

Tange (2005) emphasize the fact that to be less well adjusted to different culture it takes from six to eighteen months. In my research I wanted to get objective views and opinions on Australian culture from participants of research and from that reason I chose two years stay in Australia as lowest boundary of my respondents.

#### **8.4. Technique of data collection and ethics**

As a technique of data collection for my bachelor thesis I used semi-structured interview. Before every interview my respondents were familiarized with the fact that it will be recording interview on recorder, in this case it was my cell phone. I also told them I will re-write interview in excel in to the text form for my better orientation. I assure them that interview will not be published anywhere and that I will use them only as a results for research in my bachelor`s thesis. My respondents were guaranteed with complete anonymity.

##### **8.4.1. Interview**

As a technique for collection of data I chose interview, because I wanted to get to know subjective opinion on life in Australia of Czech expatriates. With 7 respondents I did interview face to face, to 3 remaining respondents was this interview sent in written form due to long distances between us. Questions were made in cooperation with supervisor of my thesis. During interview I followed these questions and my respondents could develop or skip every question according to their feelings and experiences.

Questions of interview were divided in to the 5 parts and contained 30 questions. First part was very general, I wanted to characterize all respondents of this research and I aimed on why respondents came in Australia, how long are they there, if they have partner or family with them etc. In second part I asked them about their feelings after they first came in Australia I wanted to know how did they handle Australian culture or what did they have biggest problems with after they came. Differences between Australians and Czech expatriates, relationship of Czech expatriates towards Australians or communication and cooperation among Czech expatriates and Australians was subject to research in third part. In fourth part I asked questions about conflicts or negative

experiences with Australian citizens, I wanted to find out how did Australians accept Czech citizens in their society and what was their relationship towards them. Part five was about today`s life of Czech expatriates in Australia I also asked questions about how do they usually feel like, when they go back in the Czech Republic or what do they miss from the Czech Republic. Interviews took from 30 to 120 minutes, I recorded answers on my cell phone and lately I rewrite them in to excel table for better orientation during processing.

## **9. Analyzes of acquired data**

In this chapter will be introduced results which were acquired by interview with 10 Czech expatriates.

### **9.1. Characterization of respondents**

With all 10 respondents I undertook interview. 7 out of 10 respondents I met personally to make this interview, 3 out of 10 sent me the answers in written form. Inability to meet with all my respondents personally was caused by limited time of my stay in Australia and also long distances among cities. 6 of my respondents were females, 4 of them were males, percentage is shown in graph 1. To fulfill promise of anonymity to my respondents and also for better orientation in results of interview I named them as respondent A, respondent B,..., until respondent J.

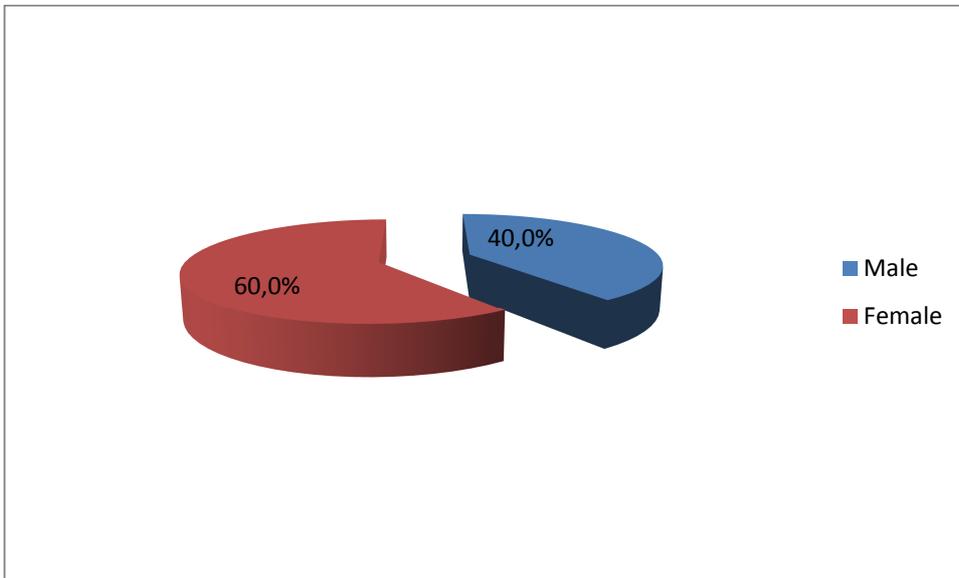
Table 1. inform us about respondents. Table describes age of respondents, their gender, length of stay in Australia, reason of stay in Australia, presence of partner or family and if they have any Czech friends in Australia. Most respondents were in age group in between 18 to 40 years, total number of respondents in this age group was 6. Average age of respondents is 46,7 years. Age distribution of respondents is displayed in table 2.

In table 3. is displayed total length of stay of participants of this research in Australia. 5 respondents were in Australia less than 8 years, however more than 2 years during the time of this research. 3 respondents indicated they are in Australia more than 45 years but less than 60, 1 respondent is living in Australia for 15 years and 1 respondent is in Australia for more than 60 years (63 years). Respondents also indicated intervals in which they usually go back to the Czech Republic.

3 respondents indicated as reason for stay in Australia military occupation in the Czech Republic (during that time the Czech Republic was still Czechoslovakia) after second World war. These respondents chose Australia due to not satisfactory conditions for living in the Czech Republic (Czechoslovakia). Other 3 respondents indicated as reason to stay in Australia their partner. In regards to presence of family or partner in Australia, most frequent answer was partner, 6 respondents out of 10 has partner who they live with, only 4 respondents has whole family with them in Australia. 5 respondents has Czech friends as well as Australian friends. Exact 50% percent of respondents answered yes to question, if they have any Czech friend in Australia, other half of respondents has not any Czech friends in Australia.

*Tab. 1: General information about respondents*

<b>Respondent</b>	<b>Age</b>	<b>Gender</b>	<b>Length of stay (years)</b>	<b>Reason of stay in Australia</b>	<b>Presence of partner/family</b>	<b>Czech friend in Australia</b>
A	72	Male	46	Military occupation	Family	Yes
B	69	Male	46	Military occupation	Family	Yes
C	66	Female	63	Political situation after war	Family	Yes
D	34	Female	4	Australian partner, better standard of living	Partner	No
E	35	Male	7	Circumstances in Czech	Partner	No
F	72	Female	47	Military occupation, Partner	Family	Yes
G	35	Female	15	Better standard of living	Partner	No
H	27	Male	5	New experiences, exploring	Partner	No
I	31	Female	5	Her favorite country, experiences	Partner	No
J	26	Female	6	School, Australian partner, like Australia	Partner	Yes



Graph 1: Percentage distribution of males and females

Tab. 2: Age groups of respondents

Age	n	%
<b>18-40</b>	<b>6</b>	<b>60,0%</b>
<i>of it female</i>	4	66,7%
<i>of it male</i>	2	33,3%
<b>41-70</b>	<b>2</b>	<b>20,0%</b>
<i>of it female</i>	1	50,0%
<i>of it male</i>	1	50,0%
<b>71 and more</b>	<b>2</b>	<b>20,0%</b>
<i>of it female</i>	1	50,0%
<i>of it male</i>	1	50,0%

Tab. 3: Length of stay in Australia

Length of stay	n	%
<b>To the 10 years</b>	<b>5</b>	<b>50,00%</b>
<i>of it female</i>	3	60,00%
<i>of it male</i>	2	40,00%
<b>11-40 years</b>	<b>1</b>	<b>10,00%</b>
<i>of it female</i>	1	100,00%

<i>of it male</i>	0	0,00%
<b>41-60 years</b>	<b>3</b>	<b>30,00%</b>
<i>of it female</i>	1	33,33%
<i>of it male</i>	2	66,67%
<b>61 and more years</b>	<b>1</b>	<b>10,00%</b>
<i>of it female</i>	1	100,00%
<i>of it male</i>	0	0,00%

## 9.2. Opinion of respondent on Australian culture

Tab. 4: Perception of Australian culture

<b>Respondent/ question</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>
How did they perceived culture after arrival?	P	Ne	P	P	P	Ne	P	P	P	P
Was this perceiving changing during the time?	Y	Y	N	Y	Y	Y	Y	N	N	Y
Did they went through any conflict or did they have any stress from Australian culture?	N	Y	N	N	Y	Y	N	N	N	Y
Were they surprised by anything?	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Did they go through culture shock?	N	Y	N	N	N	N	Y	N	Y	N
Did they have any problem with different culture?	Y	Y	N	N	Y	Y	Y	N	N	N
Was there any problem after you arrival?	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Did anybody help you after you came?	Y	Y	Y	Y	Y	Y	N	Y	Y	Y
Are you missing your home?	N	N	Y	N	Y	N	Y	Y	Y	Y

Legend: Ne = negative, P = Positive, Y = yes, N = no

As it is described in table 4. almost all of my respondents perceived Australian culture positively after their arrival in to the country, only two respondents, B and F perceived it negatively. B said: *„When we came it was a big shock for us, because we spent some time in Vienna before we came here, where was everything nice and here were houses really small, cars were old so from beginning I did not like it.”* However answers from other respondents were positive, they perceived Australian culture in a good way, for example respondent D said: *„It was very different, I liked Australia from beginning mainly through people here.”*

In regards of question, if they were surprised by anything in Australia all of my respondents answered yes, however mostly they were surprised in positive way. Answer of respondent G was: *„Of course I was surprised, mostly I was surprised by people how they behave and respect each other, or how they respect rules. For example when there is speed limit 30 kilometers per hour on a road everybody goes 30 kilometers per hour, not more not less”.*

I also asked my respondents if they have any problems with Australian culture, half of respondent answered yes and the other half said no. Among those respondents who answered yes was most frequent problem language. Respondent A answered: *„Of course I had problems with language because I did not speak any English when I came here”.* C said: *„I do not think I had any problems because I came here in really young age with my parents so I had no problems with learning language or with integration in to the society or I just did not perceive it”.*

Six out of ten respondents are missing home in the Czech Republic, respondent I indicated: *„Yes I am missing home and my family the most because they can not come when I want”.* Four remaining respondents want to stay and live in Australia, however all respondents go to visit the Czech Republic for few days in year. A said: *„I was very grateful that we left Czech and also for what Australia did for us. I like Czech, I still go there however I like life in Australia more”.*

### **9.3. Relationship of respondents towards local citizens and its development**

In table 5. are displayed information which will describe relationship of respondents to Australian citizens. All respondents registered, that Australian citizens are different in regards of thinking, behaving, they have different customs etc. Respondent H said: *„Yes, people here are not stressed and nervous, they are more cool, on the other side they are more affected“.*

Tab. 5 Relationship of respondents towards local citizens

Respondent/ Question	A	B	C	D	E	F	G	H	I	J
Do you notice that Australians have different thinking, behaving, customs, etc.?	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Have you ever had any biases towards Australians?	N	N	Y	Y	N	N	N	N	N	N
Do you have any problems in communication or cooperation with Australians in your life?	Only from beginning	Only from beginning	N	Only from beginning	N	N	Only from beginning	N	N	N

Legend: Y = yes, N = no

On the question if respondents ever had any biases towards Australians answered most of them negatively, only two respondents had biases towards Australians. Respondent D sees problem of biases in her Czech origin: *„I had biases but only because Czech culture is teaching us to create them. Couple years ago I met one girl and from first look I could see she is rich, she did not try to hide it, but she did not even try to show it and so in my mind I started to create thoughts like: you are rich, so probably for me as normal citizen you will be unreachable. This thoughts were devious, she is normal and cool girl, she just has more money than other people“.*

Third question was dealing with problems in communication or cooperation of respondents with Australians. Four respondents indicated that they had problems only from beginning. In all four cases it was because respondents did not know the language, respondent G said: *„The only problem I had from beginning was in communication but it was because I did not know language“.* Six respondents indicated, they do not have problems in communication or cooperation with Australians.

#### 9.4. Relationship of Australians towards Czech expatriates

All ten respondents have friends among local citizens, despite this fact the answers were different (table 6.). For example respondent D said: *„I have more friends than in Czech and I am not living here as long as I did in Czech. Here you can make friends everywhere, in work, in gym, while doing your hobby, really everywhere“.* Respondent F indicated that she has Australian friends as well,

however she likes to spend her time in Czech community, her answer was: „*I have to admit, that I was spending my time among Czech people here, mainly because I was active in Czech club and also I work here as translator and so I usually meet there people who are not Australians.*“

Tab. 6: Relationship of Australian citizens towards Czech expatriates

Respondent/ Question	A	B	C	D	E	F	G	H	I	J
Do you have any Australian friends?	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Has ever appear any misunderstanding among you and your Australian friends?	Y	N	N	N	N	N	N	N	N	N
Have you experienced manifestation of intolerance towards you as foreigner in Australia?	N	N	N	N	N	N	N	N	N	N
Did you have any problems with Australian offices? (VISA, residence permit, etc.)	N	N	N	N	N	N	N	N	N	N

Legend: Y = yes, N = no

Only one out of ten respondents, respondent A had misunderstanding between him and his Australian friends: „*Once I had sharp talk with my Australian friends and it was caused by my ignorance of this country a their ignorance of circumstances in Europe, simply when we started to talk about politics their opinion were completely different than mine*“.

Regarding the manifestation of intolerance are the experiences positive, thus non of respondents have experienced it. Positive experiences has respondents also with Australian offices, all ten respondents had never had any troubles. Respondent B says: „*When we came the only problem was in our English, however their offices were used to Czech emigrants so they could handle this situation and get over it and other problems or something like that with Australian offices I have never had*“. Respondent D adds: „*Not here, they are helpful and interested, whenever you have any*“.

problems and it is out of their reach, they are still interested in it and they still try to help you, it is big difference to Czech“.

## 9.5. Present

Tab. 7: Present

Respondent/ Question	A	B	C	D	E	F	G	H	I	J
Are you missing anything from Czech Republic?	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Would you like to change anything in Australia?	N	N	N	Y	Y	Y	Y	N	N	Y
Did you learn anything during your stay in Australia? (about your self, foreigners, culture...)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Did stay in Australia change you?	Y	Y	Y	Y	Y	N	Y	Y	Y	Y
What is your relationship towards Czech Republic?	NT	P	P	Ne	P	P	P	NT	NT	P
Is there anything you do/ do not like about Australia?	People	Human relations/ School system	People / School system	Opportunities/ Wasting	People Opportunities / Prices	Spaces / People are not associating	People / Distances	Opportunities, weather/ Distances	Weather, sea / Never ending complaining	People, weather / Huge traffic

Legend: Ne = negative, P = Positive, Y = yes, N = no, NT = neutral

All ten respondents answered positively in regards of question if they miss anything from the Czech Republic. Most frequent answers was family, winter and snow, respondent G said: „I miss snow and winter a lot, because here in Sydney can be really harsh weather in winter, just like our autumn I would say. I miss my family of course and friends from Czech“. Also on question if they learnt

anything during their stay in Australia all respondents answered yes, for example E answered: *„Yes I did, I can appreciate little things now, I also appreciate the fact I have something. I appreciate Australia, money here, weather, opportunities, lifestyle and I also respect people more“*.

On a question if the stay changed them only one respondent said no, respondent F answered: *„Human has its certain core which he or she does not like to change, of course I adapted, but I think that inside I am still Czech“*. All other respondents said, they were changed by stay in Australia. Six out of ten respondents has positive relationship towards Czech, respondent C said: *„When I go back to Czech I go home. I would also like to move and live there“*. Three respondents has neutral relationship, they can not decide, if they like Australia more than Czech, answer of respondent H on this question was: *„When I think about Czech I have mixed feelings, however it is still my home of course“*. And only one respondent, respondent D has this relationship negative: *„Czech has on me depressive impact I usually come back here with depression because people are annoying me there and I also leave my family again what is terrible“*.

In regards of question if there is anything they do or do not like in Australia was most frequent question people, half of the respondents said they like people. Second most frequent answer was opportunities and third most frequent answer was weather. Distances and school system was two most frequent things respondents do not like. Other things which respondents mentioned were for example wasting or huge traffic.

## **10. Answering of research questions**

### **How do respondents perceive Australian culture?**

Most of the respondents were amazed by Australian culture mostly by people or nature, however at the same time they were surprised by some things, for example different food, no traditions or customs, interacting of people or high number of immigrants. Only two respondents had negative feeling about Australian culture after their arrival. Perception of Australian culture was changing in case of seven respondents during the time in Australia. In three cases perception was not changing. Positive feelings about Australian culture I can give to the fact that 4 respondents saw the conflict, however only two respondents were part of the conflict, luckily conflict did not have violent character, because it was only exchange of views on certain things. Two remaining respondents saw conflict, but they were not part of it. Half of the respondents indicated that in regards of different culture they had biggest problem with language, mainly with accent and understanding. Most of the respondents said that language was biggest obstacle for them, but also jet leg and hot weather. In overall view all ten respondents were expressing positively about Australia.

### **How respondents perceive local population?**

All of the respondents can see differences among Czech and Australian citizens. Czech expatriates said that Australians have different thinking, emotions, acting, customs etc. Biggest difference they see in interpersonal relationships and also that Australians respect all other people. Respondents also mentioned that Australians do not use university degrees while introducing themselves and they do not address other people with them although they know their college degrees.

Four of my respondents had problems in communication with Australians when they came, however it was caused because they did not know the language. In these days non of my respondents has problem in communication with Australians. When describing Australians my respondents used word friendly the most, than they described them as well as talkative, positive, respectful, honest, welcoming, happy, helpful, polite, but also lazy and over-affected. Adjective friendly describes Australians very well, because all of my respondents have friends among Australian citizens, all of the respondents except for one has more Australian friends than Czech friends. Positive attitude of Australians and good relationships among Czech expatriates and Australian citizens can be derived from the fact that all respondents has never experienced manifestation of intolerance neither they had problem when negotiating with Australian offices and Australian citizens.

### **Were respondents changed by their stay in Australia and are they missing anything from Czech Republic?**

All of the respondents except for one said that stay in Australia did changed them in certain way and all of them mentioned the fact that they have learnt something due to stay in Australia. Most of Czech expatriates think they changed in way that they accepted Australians life style and because of that they are not so stressed. Some respondents also think they are friendlier than they used to be and they do not show who they are and what they have.

Live quiet life, be friendly, appreciate little things and things they have, language, be positive and happy and be independent, these are the things respondents learnt during their stay in Australia. All ten respondents miss something from Czech most frequent answer was family and friends, than it was snow and winter. Other things respondents miss from Czech are customs, small distances, Czech sense of humor or cohesion among people.

## 11. Discussion

Aim of this bachelor thesis was to find out how can Czech expatriates adapt and how do they perceive different culture, specifically Australian culture. Results of my work came out of interview which I undertook with ten respondents. Due to interview I was able to get subjective opinions on Australian culture and its citizens.

Ward and Rana-Deuba (1999) has distinguished two fundamental dimensions of acculturation: maintenance of original culture identity and maintenance of relations with other groups and further he described four acculturation strategies: integration, separation, assimilation and marginalization. Maintenance of original culture identity I see in the fact that all participants of my research are in touch with their families and friends in the Czech Republic and they all go back to visit them. Also one respondent showed bigger interest in being in touch with Czech expatriates more than with local citizens. For maintenance of relations with other group goes the fact that except for one respondent all other respondents have lot of friends among local citizens and they get along very well, they also like to spend the time with them and they all speak their language, thus English.

From my interviews with respondents I think that all respondents used as a acculturation strategy integration, because according to Berry at al. (1997) is integration only possible in some conditions and further he mentioned that the person should have sufficient skills to learn a new culture and a new language in order to participate fully in the new society. The values and habits of the culture of origin should not be in strong contradiction with the values of the dominant society. And the „new“ society should be open to the „newcomers“ and avoid discrimination. Tadmor at al. (2009) emphasize that integration involves simultaneously maintaining one's cultural heritage and adopting a new cultural identity. From answers of my respondents I think they adopt new culture identity for example by learning local language, they had to learn how to drive on left side of the road, also most of my respondents said they accepted Australian lifestyle etc. On the other side all of them are in contact with friends and family in the Czech Republic and most of my respondents are in touch with other Czech expatriates in Australia, most of them maintained Czech customs and traditions for example during Christmas and so it confirms that they maintained culture heritage from Czech culture. Research also gave us answers on how do Czech expatriates perceive local culture and citizens and also how did they changed during their stay in Australia and what do they miss from the Czech Republic.

Pedersen (1995) describes cultures shock as a process of initial adjustment to an unfamiliar environment. In a multicultural context, culture shock is a more or less sudden immersion into a

nonspecific state of uncertainty where the individuals are not certain what is expected of them or of what they can expect from the person around them. Culture shock is phenomenon which can occur while visiting different culture than we live in, however only three of my respondents indicated that they went through culture shock. Despite this fact two out of these respondents said that the shock occurred in good, positive way. Only one respondent went through negative experiences. All other respondents said that they could adjust to Australian culture easily without culture shock.

Positive reactions I got from my respondents when I asked them how did they perceive Australian culture when they came to Australia and how was this perception changing. Only two respondents indicated that they were shocked in negative way after they came, however all ten respondents said that this perception changed in positive way during the time. Most of my respondents pointed out as a biggest obstacle language after they came to Australia, some respondents indicated weather or jet lag. However all respondents adjusted to it and learned local language as a part of integration stage. In regards of missing the Czech Republic, every respondent answered positively to this question, mostly they miss family and friends, however respondents are in touch with their families and friends and they also go visit each other, this confirms that integration stage was used by respondents of my thesis research because contact with Czech people can be taken as maintaining of culture heritage.

Everyone, thus ten respondents indicated that they have friends among local citizens. It can be given to the fact that Australians has different thinking than Czech people. Czech expatriates described they are more relaxed, they do not see as many problems as Czech people, they are not stressed or nervous and they respect other people. Their attributes Czech expatriates mostly describe as friendly talkative, honest, respectful, positive, welcoming, happy, polite and also many respondents mentioned the fact they do not like to use college degrees while talking to other people. This facts than explains why non of my respondents have no problem in communication or cooperation with Australian citizens, most of my respondents has many Australian friends, some of them has even more Australian friends than Czech friends. Only one respondent out of ten had experienced exchange of views and non of respondents experienced manifestation of intolerance.

Choice of interview was appropriate for few reasons. First of all due to recording of answers on my cell phone I was able to pay maximal attention to my respondents, talk with them and give them additional questions which could later help me with understanding of problem and creating of hypothesis. Also because of well prepared structure of questions I was able to orientate in answers when I was compering and analyzing them. Questions in interview gave respondent as much free space as he needed so, he could skip or talk more about some questions as he wished. This research

method is time consuming which I see as a disadvantage. Realization of each interview and then rewriting took a lot of time. Collecting data and realization of interviews was limited by time, because I was in Australia only for 6 months and due to time consuming disadvantage of interview I was not able to make more interviews. I believe if I could spend more time in Australia I would get more interviews and also more detailed answers.

As disadvantage of my research I see the small sample size due to my time restriction in Australia. My research sample included ten respondents from which four were males and six females. Average age was 46,7 years and so results of this research can be used for different age groups. Place of my stay was city Adelaide where I got most of my interviews, only three other respondents were from different cities. Australia is huge country and people can differ from one city to another, thus Czech expatriates living in Adelaide can be influenced by different culture and people than Czech expatriates living for example in Perth or other cities in Australia. Due to these facts I can not say this research sample is representative.

According to Lukšová at al. (2012) culture shock can more or less harm individuals. Mostly they can experience psychical problems such as depression, stress or anxiety. Except for one respondent there were not registered culture shock. One respondent said that he had problem from beginning to integrate in to the society, however after some period of time he got over it and started to enjoy his time in Australia. Other respondents did not go through culture shock. Reason for that I find in very friendly environment which is in Australia. Respondents said “*Australia got quickly under their skin*”. They said it was very different from Czech, but different in positive way so most of them could get use to it quick after they came. Other reason for their quick adaptation in Australia I think was the fact that most of them chose Australia as a country where they want to go and live. Some of them were forced by political situation in the Czech Republic (Czechoslovakia), some of them had Australian partners and decided to go and live in Australia and two of them went there with their families. I think friendly environment and good interpersonal relationships are biggest facts why most of my respondents did not go through culture shock.

All of my respondents indicated they have friends among local citizens. This fact just highlights that Australia is friendly culture and it is not so hard to get use to it. All of Czech expatriates I interviewed were impressed by respectfulness of Australian citizens, their interpersonal relationships, kindness, humility and their hospitality. Almost all of respondents see Australians as friendly, honest and welcoming people. Two respondents think they are over affected, lazy and that they are complaining much, however this two same respondents see them also as helpful, proud and positive people. Many times during questions about Australian citizens I heard from my

respondents that Australians respect rules and other people, they realize other people can have wishes and needs same as they have. According to answers of my ten respondents I think Australia is very friendly place to be. Its citizens seems to be very conscious people and culture cordial.

Despite the fact I indicated some shortages of my research I still think this bachelor thesis can clarify Australian culture and local citizens in Australia and also how Czech expatriates perceive both elements. I also think this bachelor thesis can provide information about Australian culture and local citizens to people routing in Australia for studding, working or just traveling.

According to data of Ministry of Foreign Affairs Australian consensus in 2001 registered 17126 Czech people living in Australia. Five years later in 2006 when census took place again were in Australia 21196 permanently living people, plus there were approximately 5000 people temporarily studding and approximately 1000 people working. Total number is than around 27000. In the present time we can assume that number of Czech expatriates living in Australia is even higher and this number should be still increasing. This assumption can be supported by approval of contract about working holiday visa in between the Czech Republic and Australia. Approval on contract of this visa would increase number of Czech expatriates living in Australia. If the number of Czech people living in Australia will be still increasing in future, I think it would be good to establish on this research to provide people living, studding, working, traveling or the ones who are just planning to do one of this things in future in Australia with information about Australian culture and local citizens.

## 12. Conclusion

This bachelor thesis deal with process of adaptation of Czech expatriates to foreign culture, here specifically in Australia. In theoretical part I described main terms, which are connected with this thesis, I started with adaptation, culture, enculturation, acculturation, culture shock, I also mentioned some terms connected with intercultural psychology, for example intercultural contact, intercultural communication and intercultural competence where is also described intercultural training. In the end of theoretical part are described chapter nation and national identity, immigrants and expatriates.

In empirical part were firstly introduced and described research and the data which were through this research gained. Research can be used as a handbook for people who wants to go to Australia to work, travel, stay or study and they need some information about local culture and local citizens. Data in this research were gained by qualitative method, specifically by interview with ten respondents where six were females and four males. With seven respondents I was able to do interview face to face, however to three remaining respondents were this interview sent due to long distance between us. Thanks to interview which I recorded on my cell phone I could find out subjective opinions of Czech expatriates on Australian culture and local citizens. Then I rewrote interviews in excel table and analyze them. After this part I made tables which I fulfilled with answers of my respondents, each table was connected to one part of interview. My interviews were divided in to the 5 parts. According to data gained from my respondents I could get to know, how did my respondents adapt to Australian culture.

All of my respondents moved to Australia for different reasons, however all of them are living there for long period of time. From analysis of interview with them I made conclusion that most of them could adapt to Australian culture easily and they get along with local citizens well. They all perceive Australian culture and local citizens positively. Reasons to positive perceiving of culture can be several. Most of my respondents have come with family, partner or they found partner in Australia, this could be reason why almost all of them did not go through culture shock, their partners or families could give them psychical support. If they have Australian partner, it makes adaptation towards Australian culture even easier. Official language in Australia is English, for younger respondents it was probably easy to adjust to local language because many young people can speak English in young age, it is taught in Czech schools, so I think younger respondents went more or less prepared and it was not huge shock for them. Older respondents usually indicated language as problem, however they learnt intensively and they got used to it. All respondents described Australians as positive, friendly and welcoming people. Some Czech expatriates also

talked about respect and humility of Australians towards rules, laws and authorities. According to my opinion Australians are main factor which makes Australian culture so positive and easy to adjust to.

Most of Czech expatriates I interviewed came in Australia without any biases and some of them also indicated that stay taught them not to have any predictions and comparisons. However most of my respondents did compare Australia to the Czech Republic after their arrival. Very positively respondents described local citizens. As most problematic part of stay they found language, but only after arrival. English is official language in Australia and Czech expatriates could not dispense without it and so after some period of time they adjust to it. Customs and traditions are two things Czech expatriates miss the most in Australia. Most of my respondents mentioned they miss traditional Christmas and Easter with all traditions and customs as it usually is in the Czech Republic. Some respondents said: „*Australians are “culture barbarians” in this way*”. In regards of transportation respondents do not like long distances and traffic in cities. Respondents find it hard that Australia is far away from Europe, they also mentioned that in cities people need cars, because distances there are also big and traffic during working days are usually on high level. Other problem mentioned by my respondent was wasting. Respondent indicated that Australians waste food and other resources, their ecological part is poor and they do not appreciate what they have. Other negative things about Australia which Czech expatriates mentioned were prices, school systems and no association of people. People are according to my respondents very friendly, welcoming, respectful and positive. On the other side, some respondents see Australians as over-affected, lazy and they complain too much. Most of my respondents indicated they were changed by their stay in Australia. Mostly they said they accepted Australian lifestyle and their patterns of thinking. Respondents indicated they are not so stressed or under pressure, they do not see many things as problem, they are more relaxed, positive, friendly and they can appreciate little things and enjoy their lives.

This bachelor`s thesis provides information about how Czech expatriates adapted to foreign culture, specifically to Australian culture. It can be used as informative handbook for people who would like to go to stay or travel in Australia.

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## **14. List of graphs and tables**

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Tab. 6: *Relationship of Australian citizens towards Czech expatriates*

Tab. 7: Present

## 15. Appendix

### *Appendix number 1: Semi-structured interview*

Struktúra rozhovoru:

#### **A) Obecně:**

- Kolik je Vám let?
- Z jakého důvodu jste přijel/a do Austrálie?
- Jak dlouho jste již v Austrálii?
- Kde v Austrálii žijete?
- Umíte Anglicky?
- Plánujete zde zůstat na stálo či se chcete vrátit zpět do ČR či přestěhovat do jiné země?
- Máte zde v Austrálii partnera a rodinu? Je Váš partner/ka místní?

#### **B) Po příjezdu do dané země:**

- Jak jste prožíval/a australskou kulturu po příjezdu?
- Měnilo se toto vnímání a prožívání kultury nějak s rostoucí délkou pobytu?
- Měl/a jste nebo máte nějaký stres z australské kultury? Zažil/a jste nějaké konflikty?
- Překvapilo Vás něco v Austrálii?
- Máte pocit, že jste zažil/a kulturní šok?
- Měl/a jste či máte nějaké problémy či faux-pass v souvislosti s odlišnou kulturou?
- Co pro Vás bylo největší překážkou či problémem po příchodu do Austrálie?
- Kdo Vám nejvíce pomohl po příchodu do Austrálie?
- Stýská se vám po domově a ČR?

#### **C) vztah respondenta k obyvatelům, jeho vývoj**

- Zaznamenáváte, že Australani mají jiné myšlení, chování, emoce, zvyky? V čem a jak? Jak se to liší od Čechů?
- Měl/a jste předsudky vůči Australanům?
- Jací jsou podle Vašeho názoru Australané? Jak byste je popsal/a? (minimálně 5 adjektiv)
- Máte problém s komunikací či spoluprací s Australany ve svém životě? (studium, zaměstnání, běžný život)

#### **D) vztah cizinců k respondentovi**

- Máte přátele mezi místními? Jak dobré a kolik? Máte společné zájmy?
- Vyskytlo se někdy nějaké nedorozumění mezi Vámi a australskými přáteli?
- Setkal/a jste se s projevy nesnášenlivosti k Vaší osobě, jakožto cizinci v Austrálii?
- Měl/a jste nějaké problémy při jednání s australskými úřady? Co se týče víz, povolení o pobytu atd.

#### **E) současnost**

- Chybí Vám něco z ČR? Co?
- Co byste v Austrálii nejraději změnil/a?
- Naučil/a jste se během pobytu něco? (o sobě, o cizincích, o kultuře, o světě...)
- Změnil Vás pobyt Austrálií?
- Jaký je Váš vztah k ČR? Jak se cítíte, když se vracíte zpět domů do ČR?
- Co Vám na Austrálii nejvíce vadí a co máte naopak nejvíce rád/a?